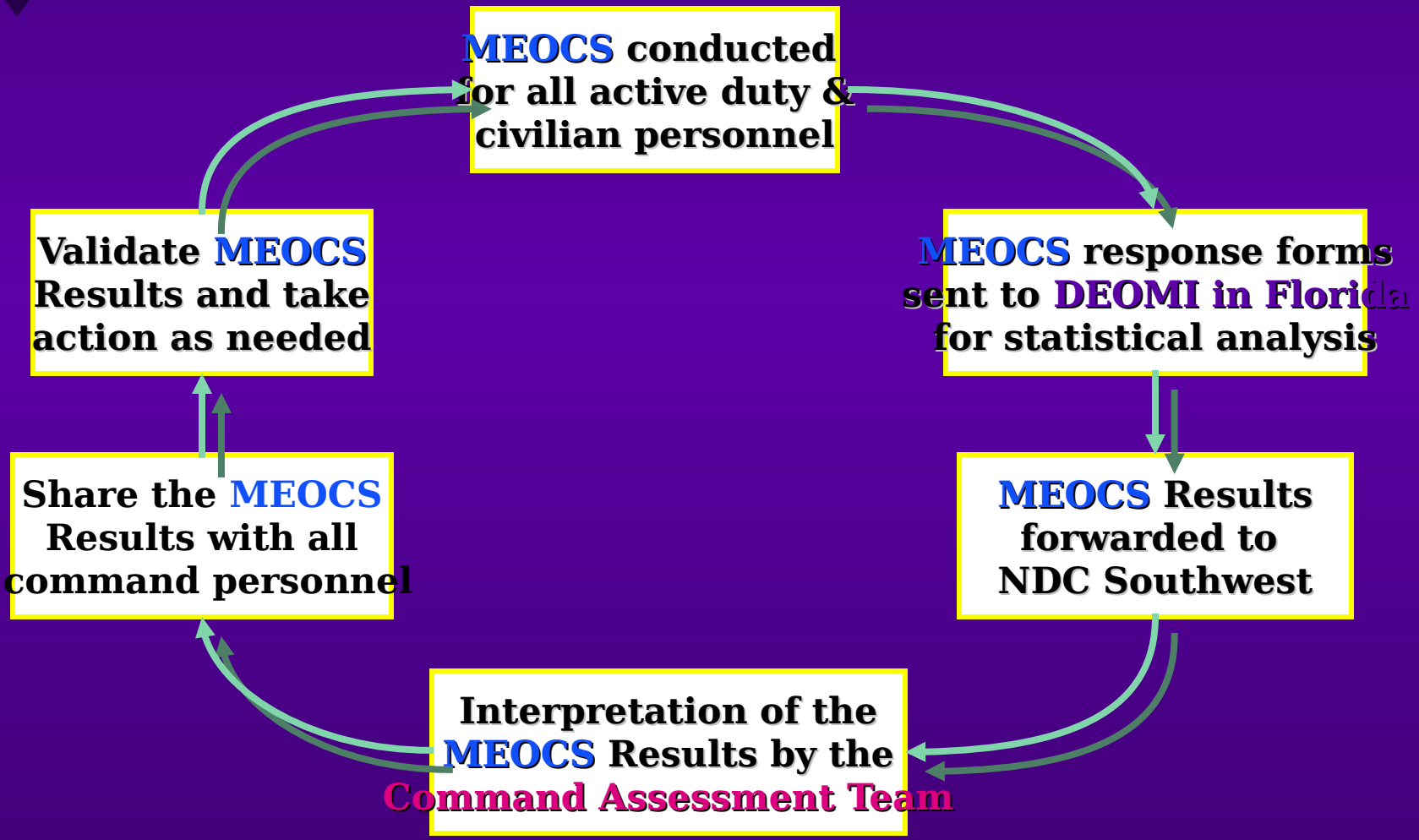
NAVAL DENTAL CENTER SOUTHWEST

Military Equal Opportunity Climate Survey (MEOCS) Results for Calendar Year 2003

MILITARY EQUAL OPPORTUNITY CLIMATE SURVEY (MEOCS) PROCESS


MEOCS conducted for all active duty & civilian personnel
MEOCS response forms sent to DEOMI in Florida for statistical analysis
MEOCS Results forwarded to NDC Southwest
Interpretation of the MEOCS Results by the Command Assessment Team
Share the MEOCS Results with all command personnel
Validate MEOCS Results and take action as needed

MEOCS- Standard Survey for All Active Duty & Civilian Personnel

NORTHERN BR CLINICS	#of Respondents	#Assigned	Response Rate
BDC NAS Lemoore	32	32	100.0%
BDC NPGS Monterey	11	11	100.0%
BDC NAS Fallon	12	12	100.0%
BDC Ventura County	36	36	100.0%
BDC China Lake	8	8	100.0%
SOUTHERN BR CLINICS	**#of Respondents**	**#Assigned**	**Response Rate**
BDC Coronado	74	81	91.3%
BDC Point Loma	17	17	100.0%
BDC MCRD	96	99	97.0%
BDC Naval Station	147	190	77.4%
Headquarters	52	66	78.8%
Area Dental Laboratory	39	41	95.1%
NDCSW TOTAL	**524**	**593**	**88.4%**

Military Equal Opportunity Climate Survey (MEOCS)

- 124 item questionnaire dealing with both Equal Opportunity (EO) and Organizational Effectiveness (OE) issues.
- Measures 9 EO factors and 3 OE factors
- Factors measured on a scale of 1 through 5.
- Scale varies but the **HIGHER** the score the **MORE FAVORABLE** the climate.

MEOCS- Measures 12 Factors

- Sexual Harassment & Discrimination (EO)
- Differential Command Behavior Towards Minorities or Women (EO)
- Positive Equal Opportunity Behaviors (EO)
- Racist/Sexist Behaviors (EO)
- Reverse Discrimination I (EO) - preferential treatment towards minorities or women
- Commitment (OE)

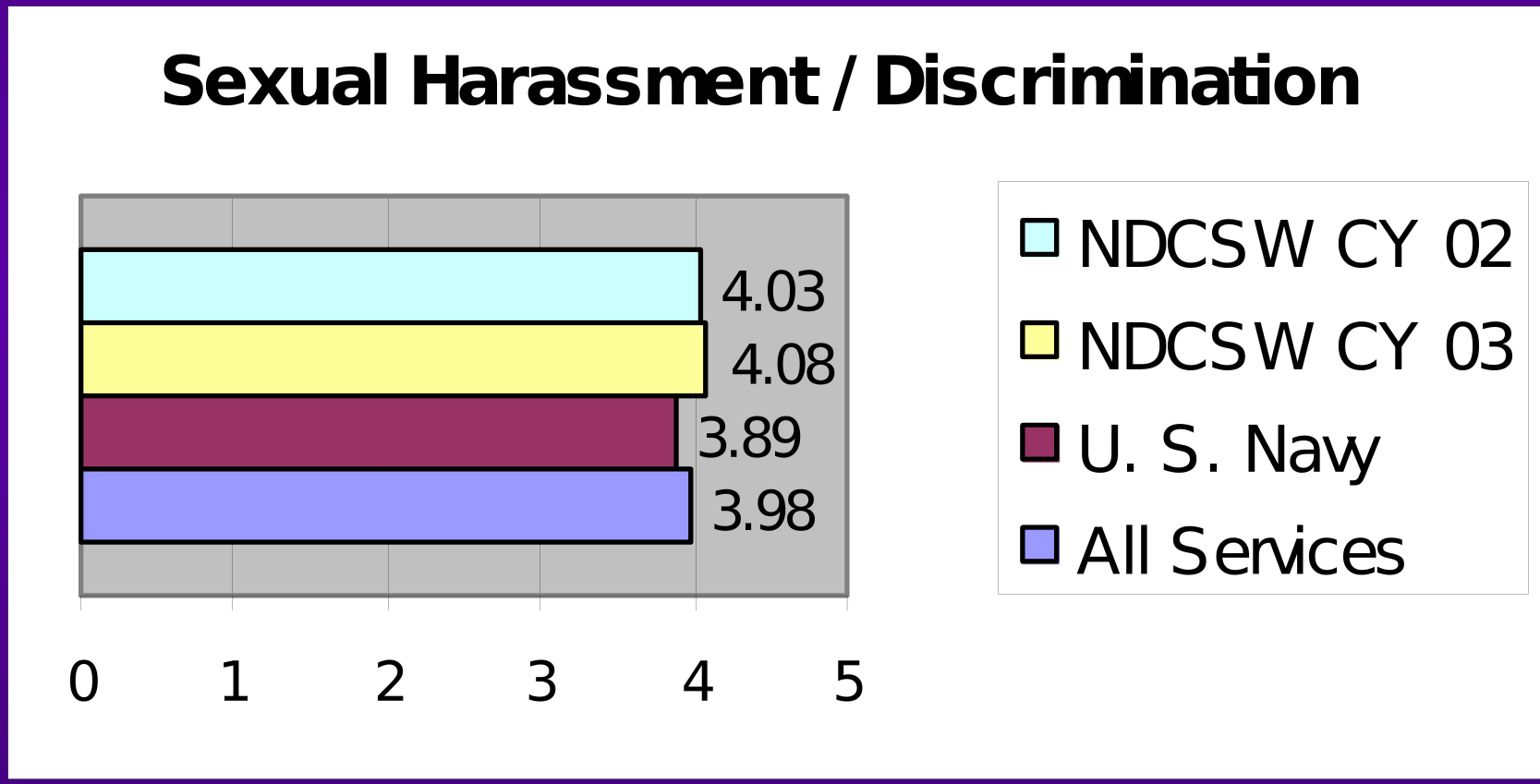
MEOCS- Measures 12 Factors

- Perceived Work Group Effectiveness (OE)
- Job Satisfaction (OE) - within the command
- Discrimination against Minorities & Women (EO)- in general
- Reverse Discrimination II (EO) - in general
- Attitudes toward Racial Separatism (EO)
- Overall EO Climate (EO)

1. SEXUAL HARASSMENT & DISCRIMINATION (EO)

- Perceptions on how extensively **sexual harassment and discrimination against women** are thought to occur within the command.
- Measured on the following scale that the action has occurred:
  - (1) Very High Chance
  - (2) Reasonably High Chance
  - (3) Moderate Chance
  - (4) Small Chance
  - (5) Almost No Chance

1. SEXUAL HARASSMENT & DISCRIMINATION (EO)



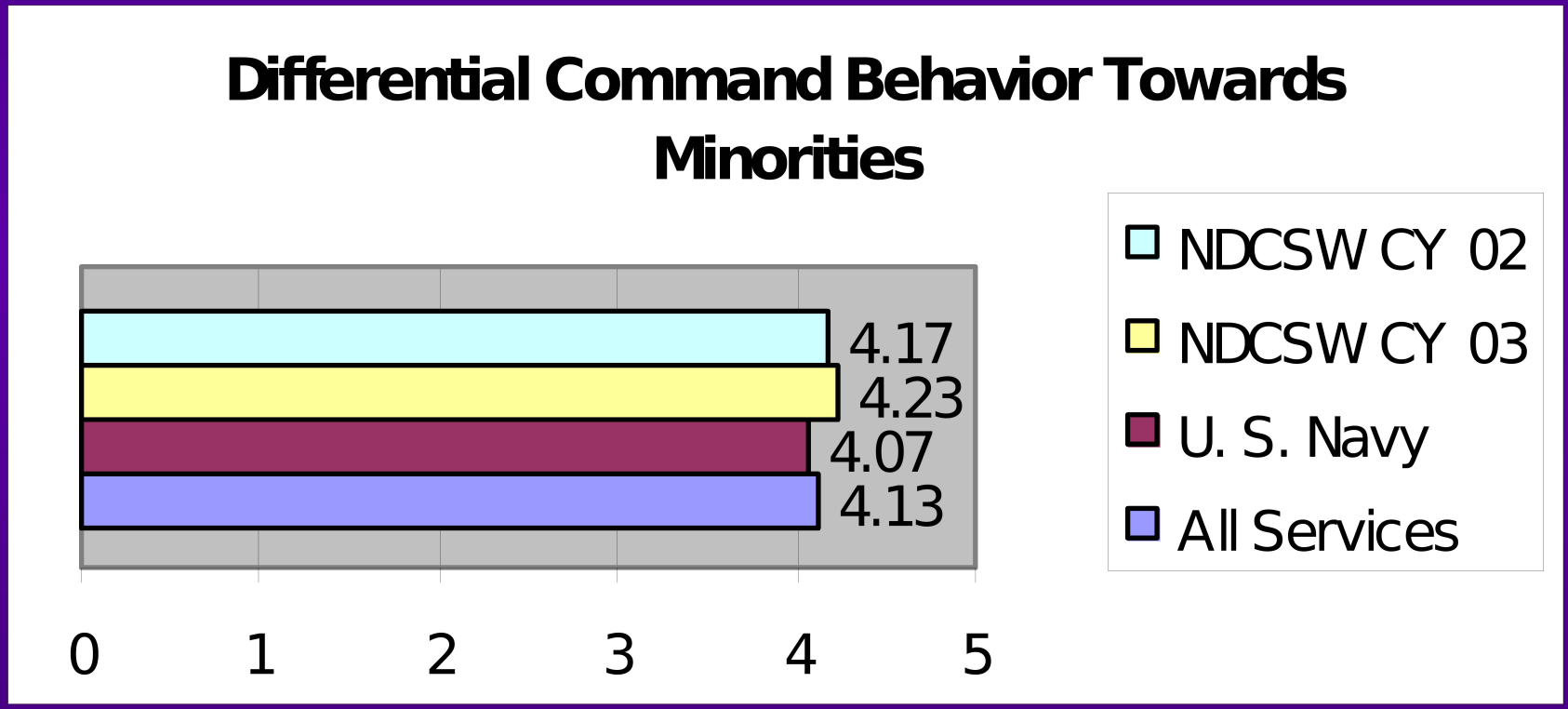
*** SCORE IMPLIES: Small chance of occurring.**

2. DIFFERENTIAL COMMAND BEHAVIOR TOWARDS MINORITIES OR WOMEN (EO)

- Perceptions of **differential treatment** of **minority members or women *within the command*.**

- Measured on the following scale that the action has occurred (same scale as factor # 1):
  - (1) Very High Chance
  - (2) Reasonably High Chance
  - (3) Moderate Chance
  - (4) Small Chance
  - (5) Almost No Chance

2. DIFFERENTIAL COMMAND BEHAVIOR TOWARDS MINORITIES OR WOMEN (EO)



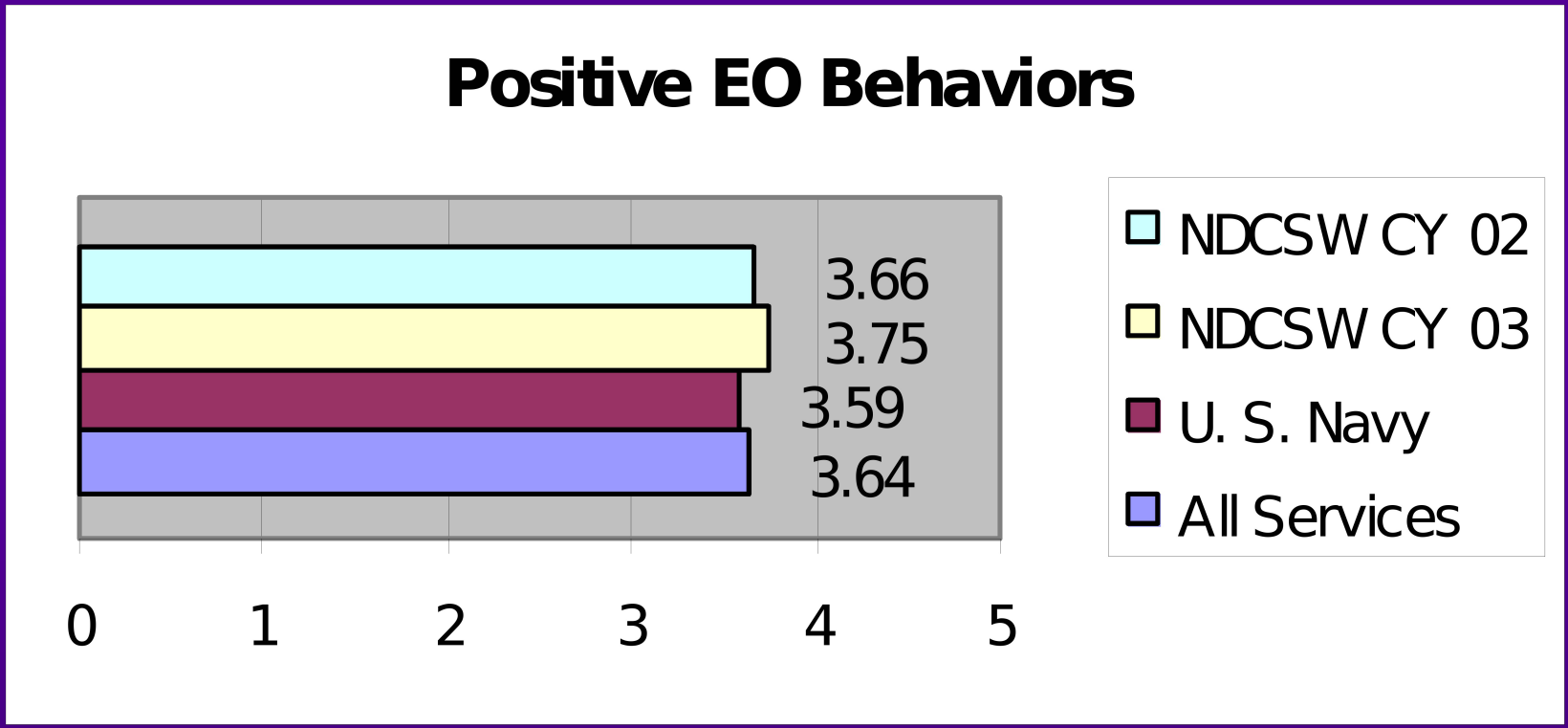
*** SCORE IMPLIES: Very little chance of occurring.**

3. POSITIVE EQUAL OPPORTUNITY BEHAVIORS (EO)

- Estimates of how well **majority members and minority members get along** in the command and how well **women and minorities are integrated** into the command's functioning.
- The scale addresses how frequently positive actions occur and is measured on the following scale:

  (1) Almost No Chance
  (2) Small Chance
  (3) Moderate Chance
  (4) Reasonably High Chance
  (5) Very High Chance

3. POSITIVE EQUAL OPPORTUNITY BEHAVIORS (EO)

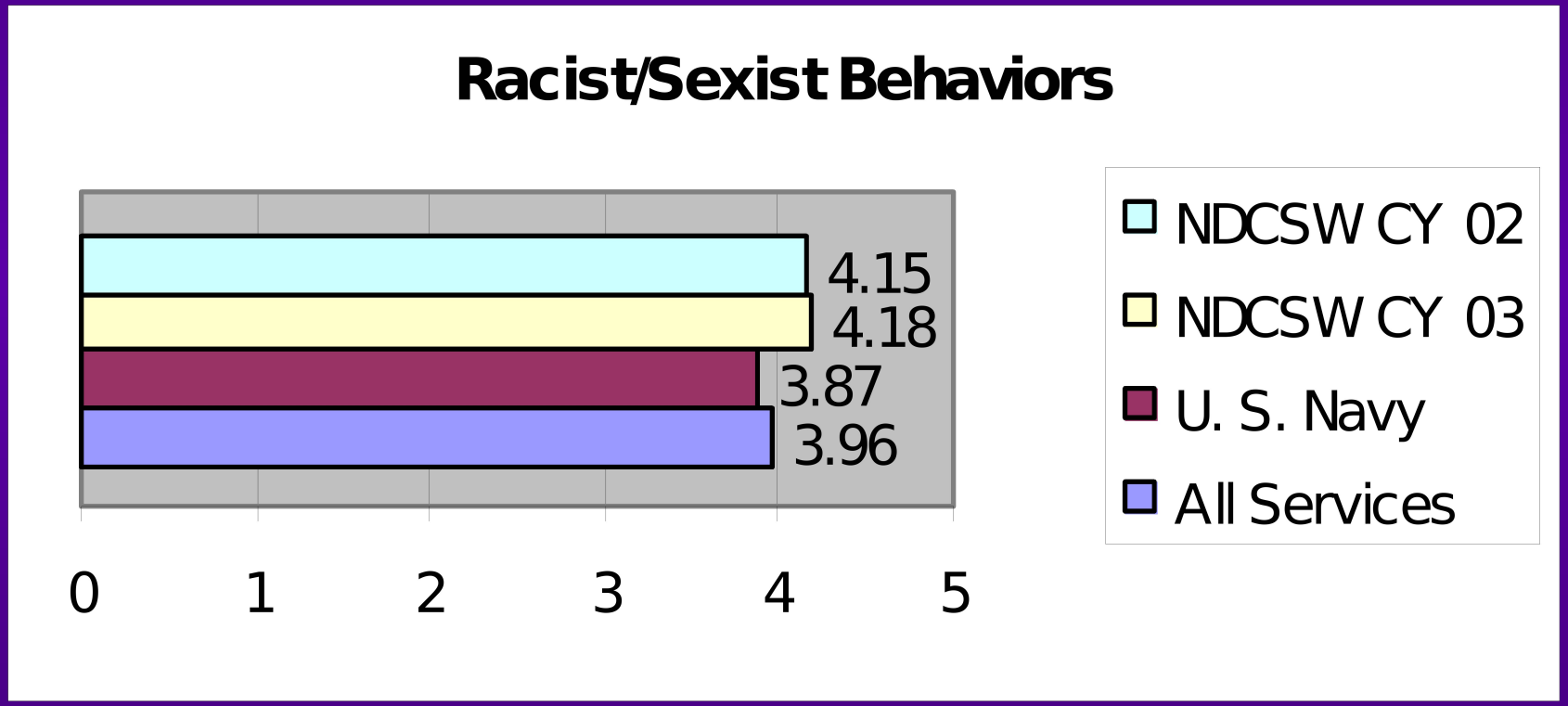


*** SCORE IMPLIES: Moderate to fairly high chance of occurring.**

4. RACIST/SEXIST BEHAVIORS (EO)

- This factor taps perceptions of traditional overt **racist or sexist behaviors**, such as name calling and telling sexist or racist jokes.
- Measured on the following scale that the action has occurred (same scale as factor # 1):
  - (1) Very High Chance
  - (2) Reasonably High Chance
  - (3) Moderate Chance
  - (4) Small Chance
  - (5) Almost No Chance

4. RACIST/SEXIST BEHAVIORS (EO)

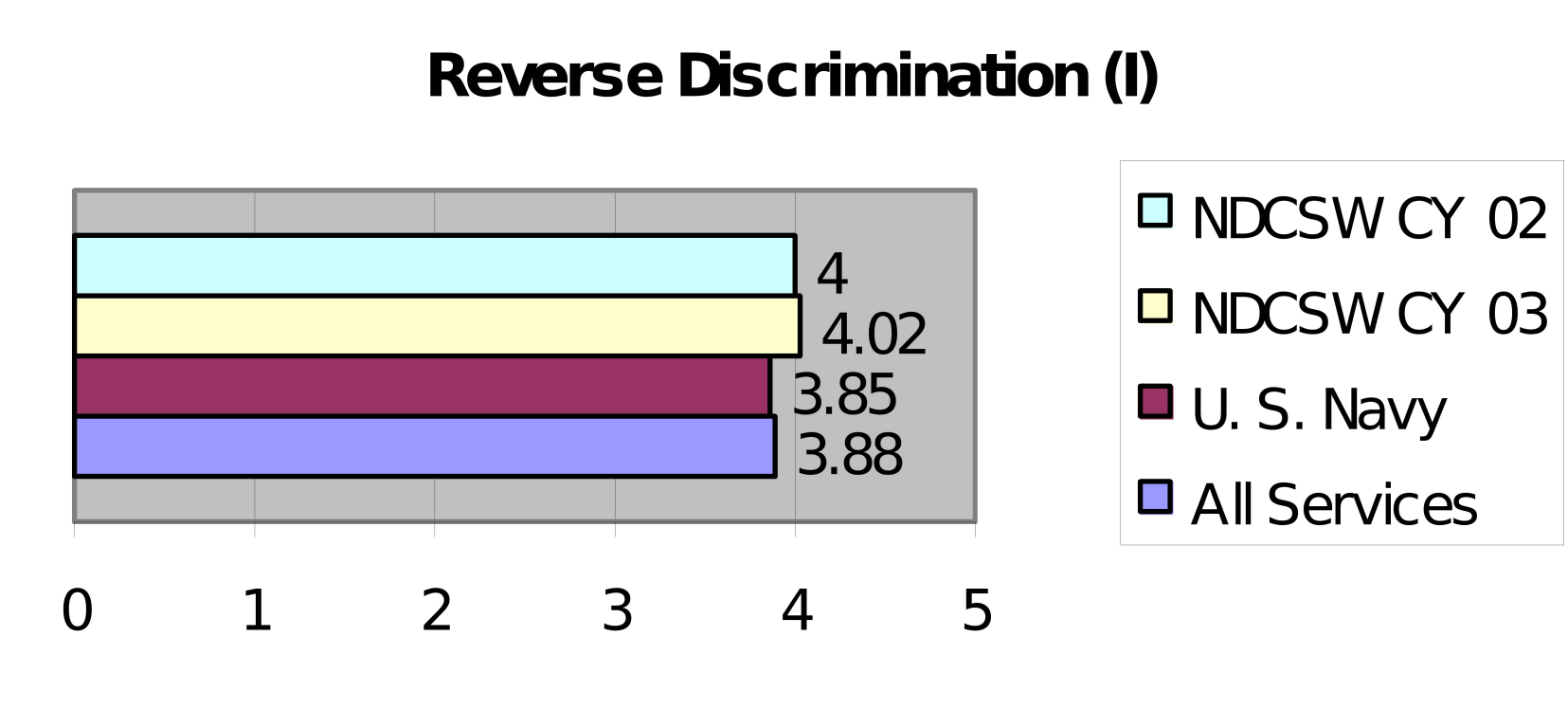


*** SCORE IMPLIES: Small chance of occurring.**

5. REVERSE DISCRIMINATION (EO)

- Measures the extent to which so-called "**reverse" discrimination occurs *within the command*.**
- "Reverse" discrimination: Preferential treatment of females or minorities at the expense of males or majorities
- Measured on the following scale that the action has occurred (same scale as factor # 1):
  - (1) Very High Chance
  - (2) Reasonably High Chance
  - (3) Moderate Chance
  - (4) Small Chance
  - (5) Almost No Chance

5. REVERSE DISCRIMINATION (EO)

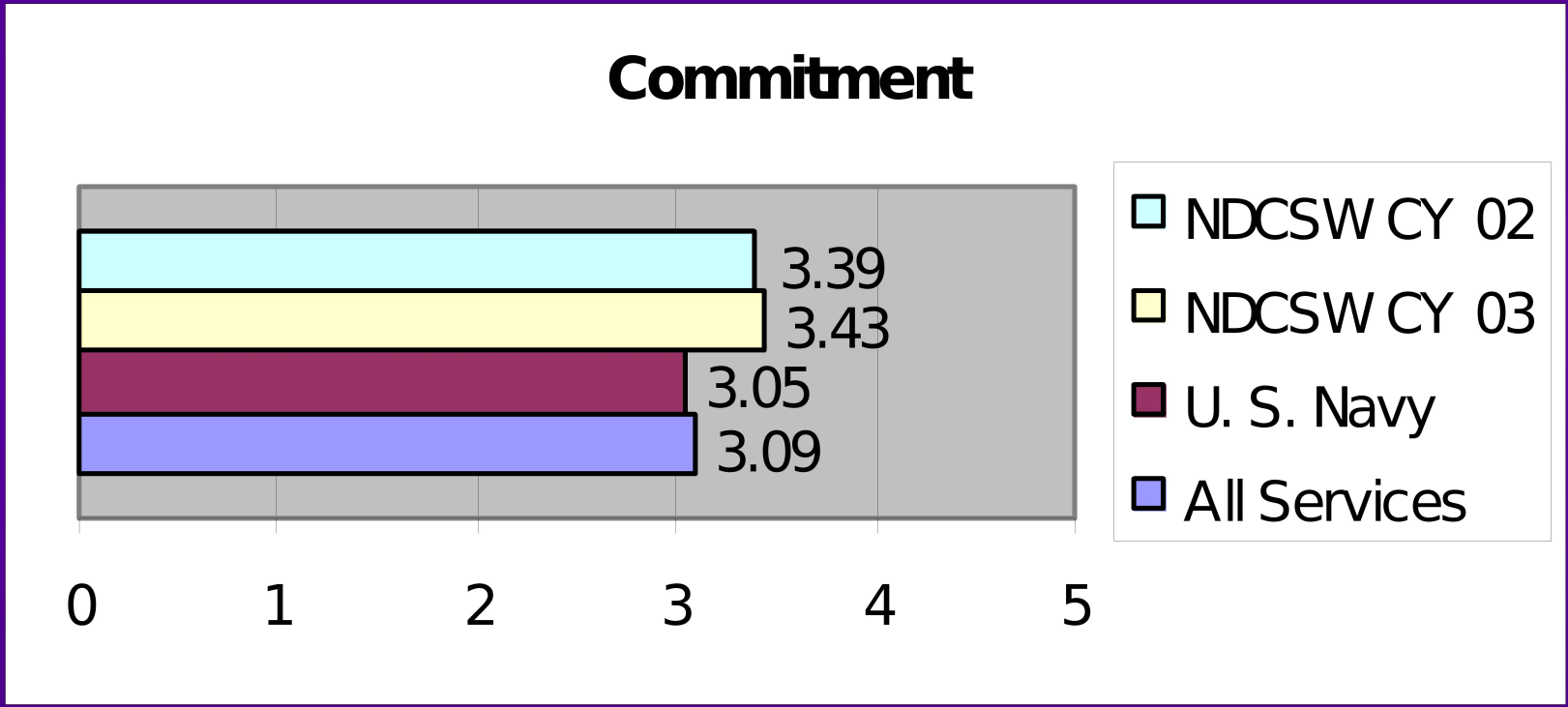


*** SCORE IMPLIES: Small chance of occurring.**

6. COMMITMENT (OE)

- Measures **commitment** to the organization.
- A higher score means the respondent identifies with the command and would like to remain in the command.
- Measured on the following scale:
  - (1) ***Totally agree*** with statement
  - (2) ***Moderately agree*** with statement
  - (3) ***Neither agree nor disagree*** with the statement
  - (4) ***Moderately disagree*** with then statement
  - (5) ***Totally disagree*** with the statement

6. COMMITMENT (OE)

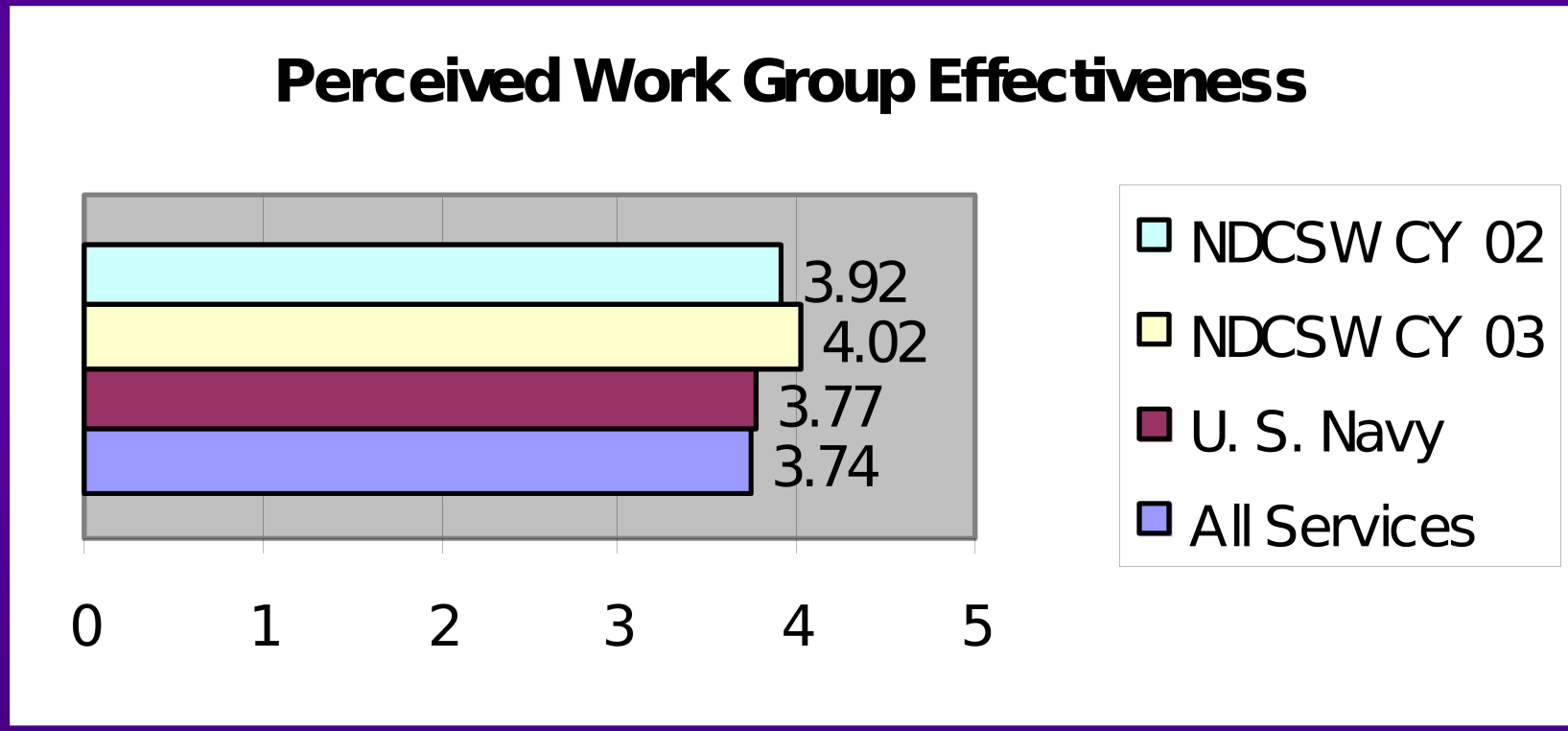


*** SCORE IMPLIES: Somewhat Positive Rating.**

7. PERCEIVED WORK GROUP EFFECTIVENESS (OE)

- This factor reflects the degree to which the respondent's command is perceived to be **productive and effective** in accomplishing its mission.
- **Measured** on the following scale:
  - (1) ***Totally agree*** with the statement
  - (2) ***Moderately agree*** with the statement
  - (3) ***Neither agree nor disagree*** with the statement
  - (4) ***Moderately disagree*** with the statement
  - (5) ***Totally disagree*** with the statement

7. PERCEIVED WORK GROUP EFFECTIVENESS (OE)

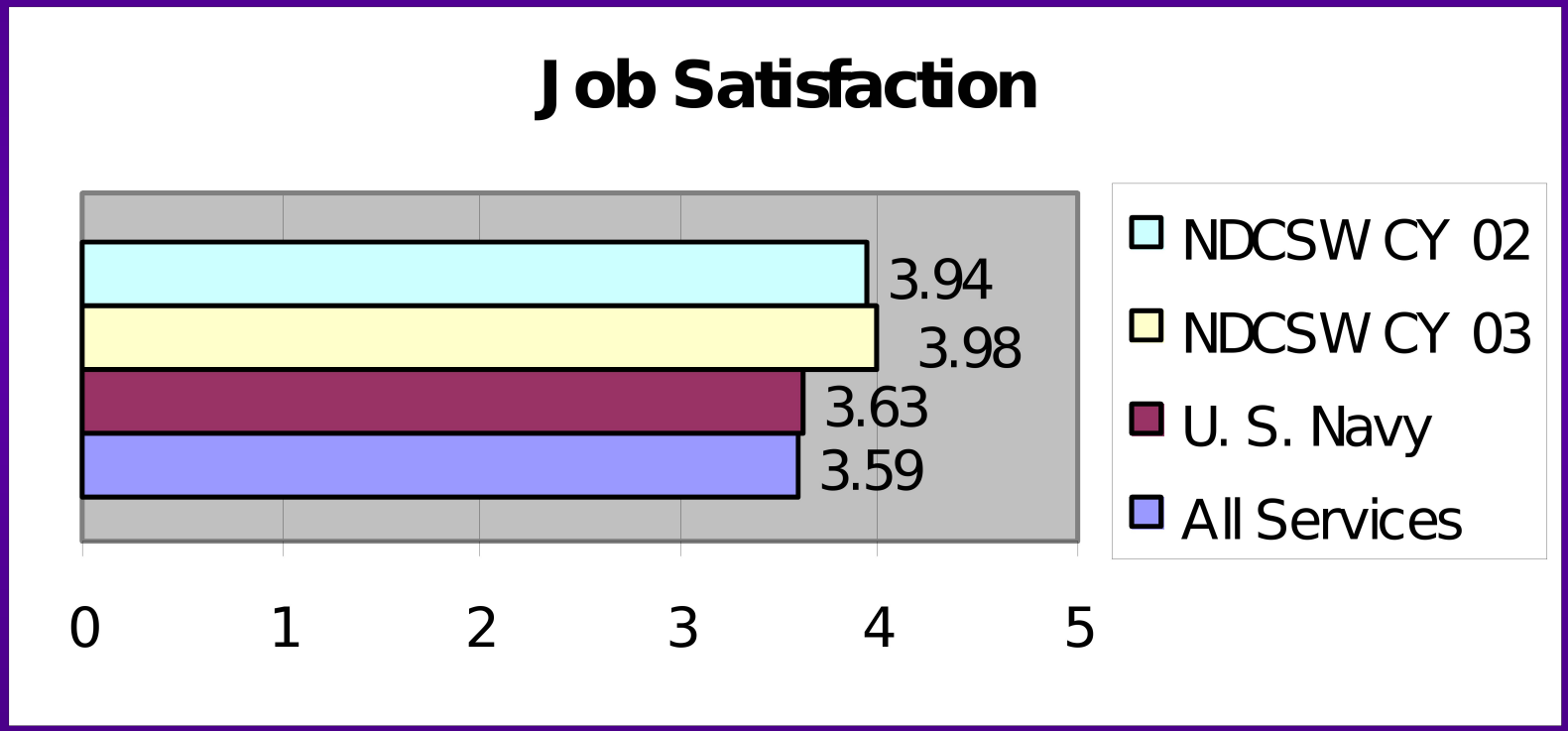


*** SCORE IMPLIES: Fairly positive rating.**

8. JOB SATISFACTION (OE)

- Indicates the degree of **satisfaction** the respondent has with his or her current job.
- Measured on the following scale:
  (1) Very dissatisfied
  (2) Somewhat dissatisfied
  (3) Neither dissatisfied or satisfied
  (4) Moderately satisfied
  (5) Very satisfied

8. JOB SATISFACTION (OE)



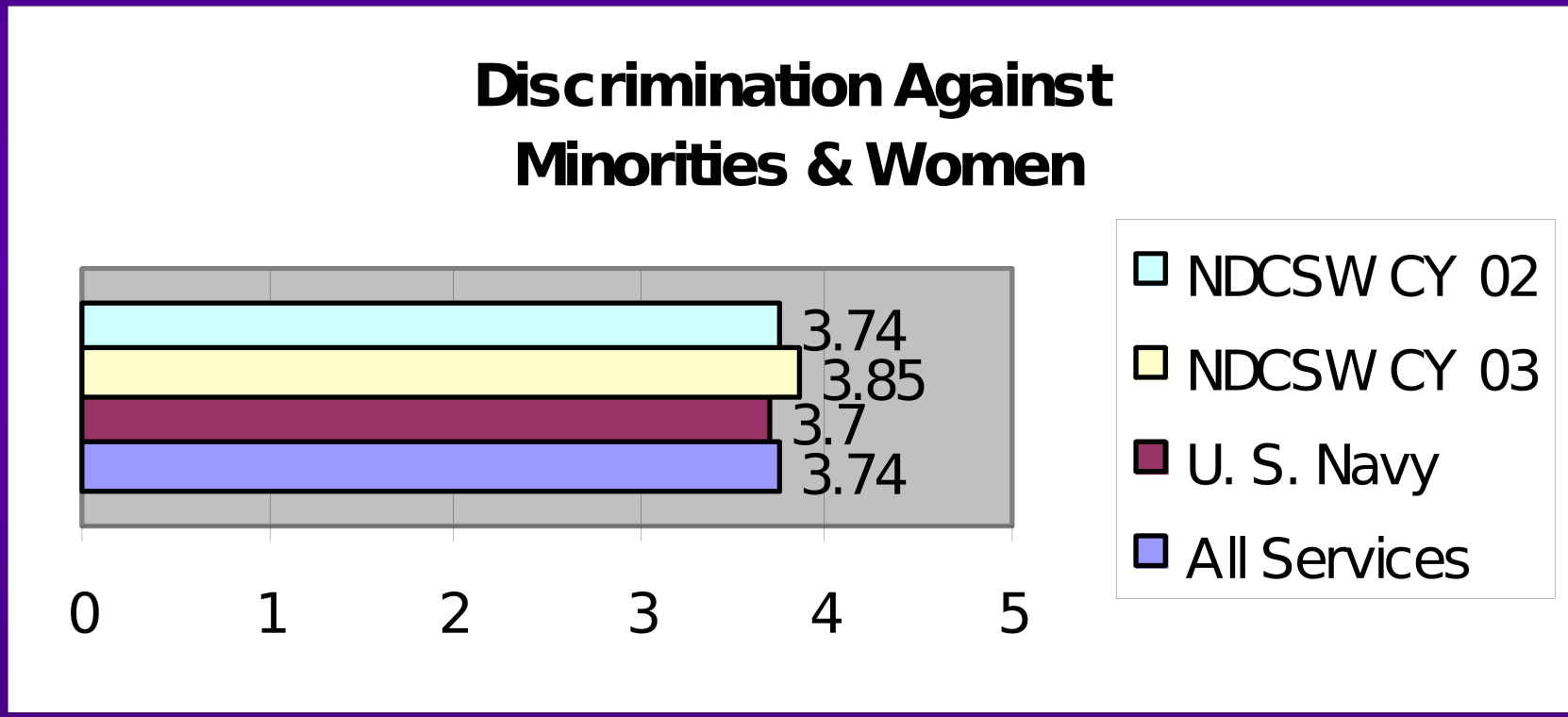
*** SCORE IMPLIES: Moderately satisfied.**

9. DISCRIMINATION AGAINST MINORITIES & WOMEN (EO)

- In general, how much are **minorities and women discriminated against *in the Navy and society as whole*,** and not just within the command?

- Measured on the following scale:
  - (1) ***Totally agree*** with the statement
  - (2) ***Moderately agree*** with the statement
  - (3) ***Neither agree nor disagree*** with the statement
  - (4) ***Moderately disagree*** with the statement
  - (5) ***Totally disagree*** with the statement

9. DISCRIMINATION AGAINST MINORITIES & WOMEN (EO)



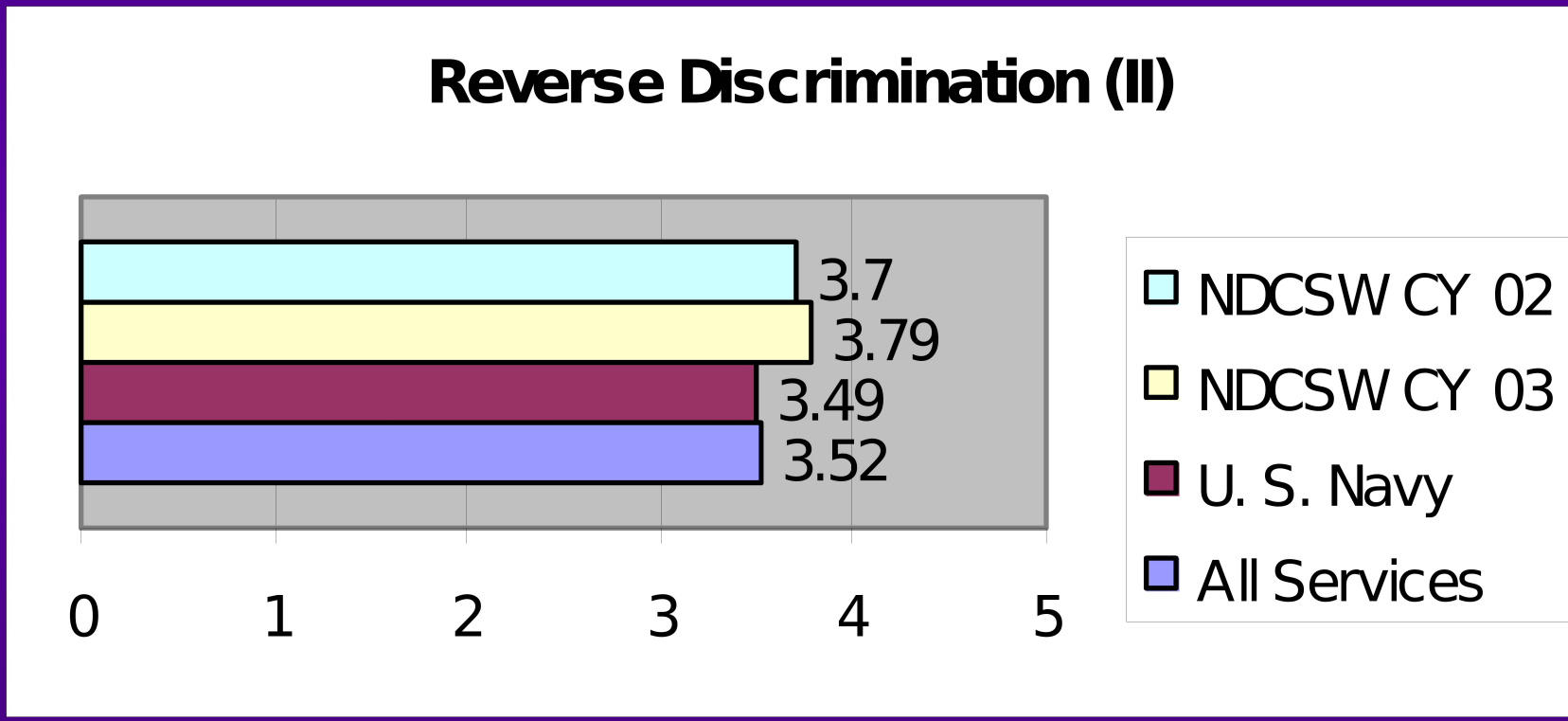
*** SCORE IMPLIES: Fairly positive rating.**

10. REVERSE DISCRIMINATION (EO)

- Similar to the concept measured in factor # 5, but relating more generally ***to the Navy and society in general*** and not just the particular command.

- Measured on the following scale:
  - (1) ***Totally agree*** with the statement
  - (2) ***Moderately agree*** with the statement
  - (3) ***Neither agree nor disagree*** with the statement
  - (4) ***Moderately disagree*** with the statement
  - (5) ***Totally disagree*** with the statement

10. REVERSE DISCRIMINATION (EO)



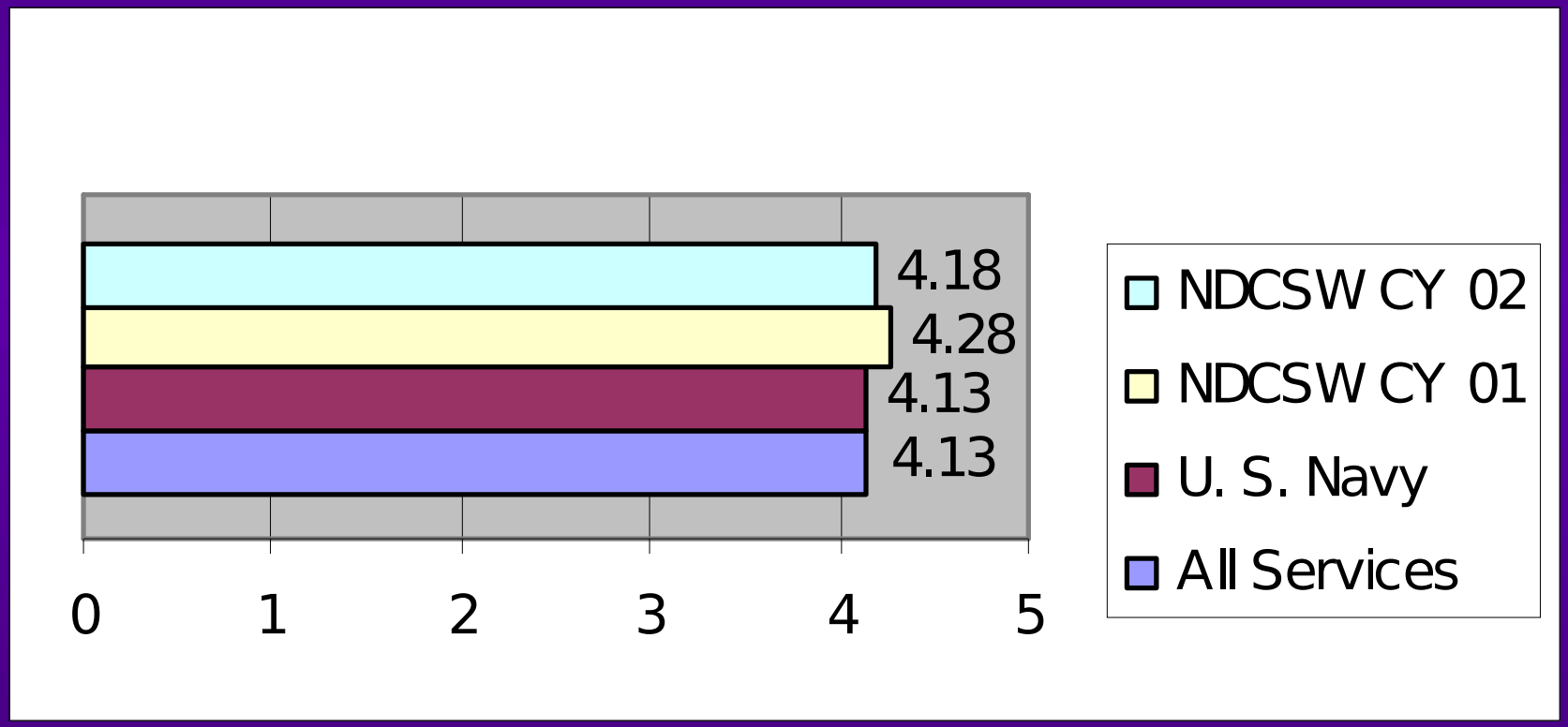
*** SCORE IMPLIES: Fairly positive rating.**

11. RACIAL / GENDER SEPARATISM (EO)

- This factor measures how much respondents believe that **races or genders should remain separate.**

- Measured on the following scale:
  - (1) ***Totally agree*** with the statement
  - (2) ***Moderately agree*** with the statement
  - (3) ***Neither agree nor disagree*** with the statement
  - (4) ***Moderately disagree*** with the statement
  - (5) ***Totally disagree*** with the statement

11. RACIAL / GENDER SEPARATISM (EO)

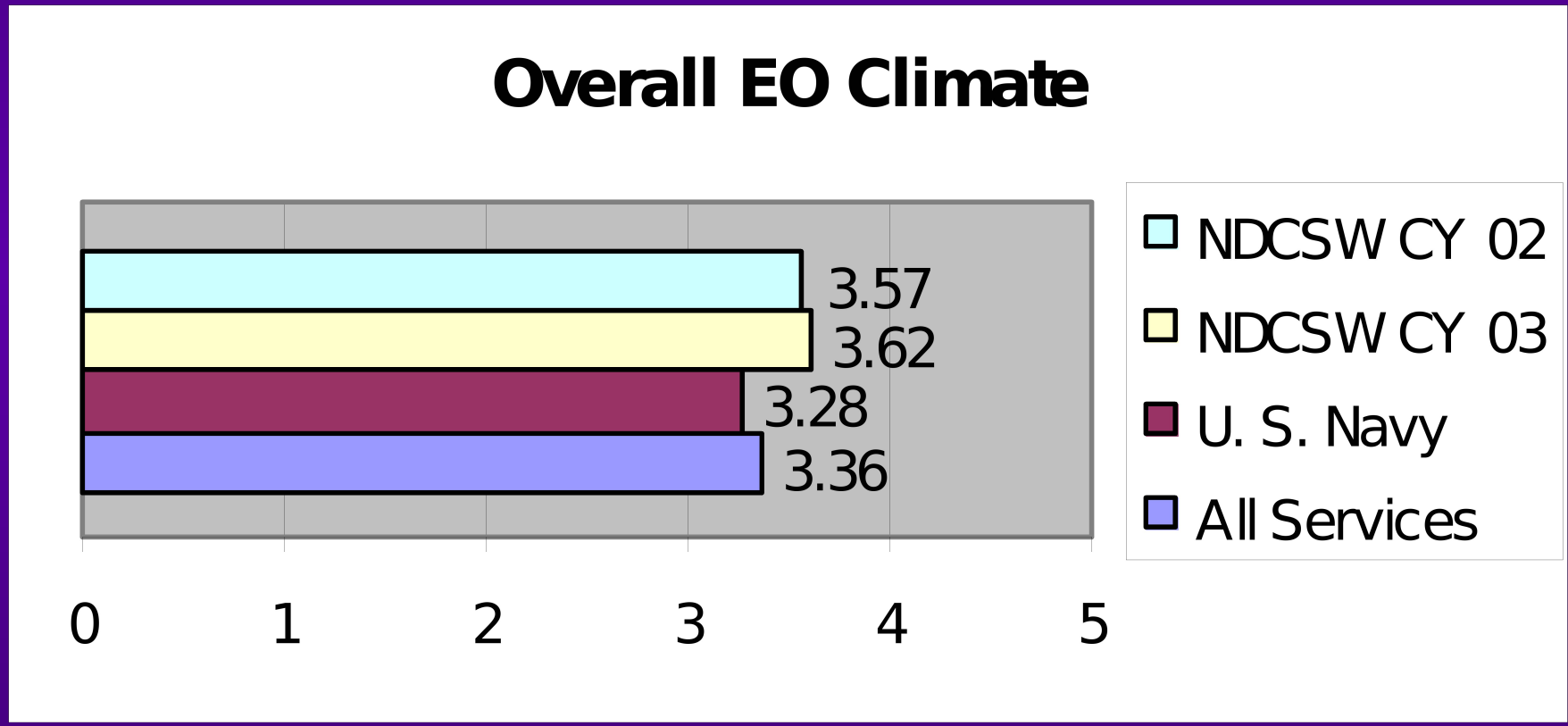


*** SCORE IMPLIES: Very positive rating.**

12. OVERALL EQUAL OPPORTUNITY CLIMATE (EO)

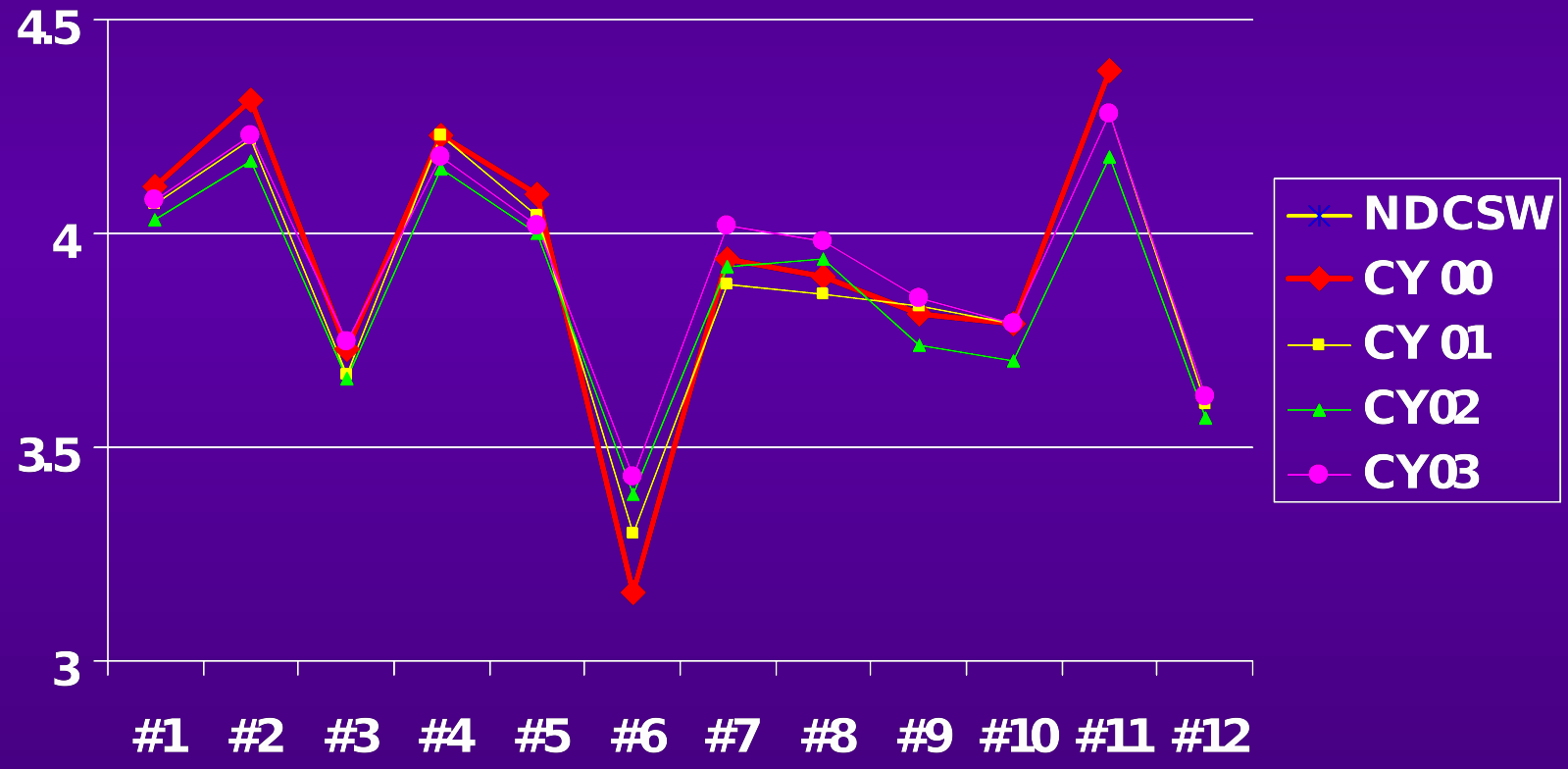
- This is a global measure of how the respondent views **EO within the command.**
- Not a summary or average of other factors but a separate assessment and should not be compared to directly to the other scales of EO
- Measured on the following scale:
  - (1) Very Poor
  - (2) Poor
  - (3) About average
  - (4) Good
  - (5) Very good

12. OVERALL EQUAL OPPORTUNITY CLIMATE (EO)



*** SCORE IMPLIES: Above average.**

SUMMARY OF ALL 12 MEOCS FACTORS FOR NDCSW



MEOCS Factors Summary (Total of 12 Factors)

- Overall scores are **HIGHER**(more favorable) on 12 of 12 MEOCS Factors as compared to the rest of the Navy and “All-Services” averages.
- Overall scores on 12 of 12 factors for CY 03 were **HIGHER** than CY 02.

DISPARITY INDEX (DI)

- Purpose: Identify relevant subgroups that have large disparities or **disagreements** in viewpoint.
  - The higher the Disparity Index, the greater the discrepancy in view point, and a statistically significant difference exists if it is 0.3 or higher
  - **LOWER IS BETTER-** based on scale of 0 to 1 [0 (Low), 0.3 (Medium), 0.5 (Mod. High), 0.7 (High) and 1.0 (Extreme)]

DISPARITY INDEX (DI)

DISPARITY BETWEEN:	CY 02	CY 03
Minority & Majority	*0.42**	*0.25*
Men & Women	0 .12	0.11
Officer & Enlisted	*0.39**	*0.55*
Jr. Enlisted & Sr. Enlisted	*0.34**	0.24
Jr. Officer & Sr. Officer	0.26	0.28
Military & Civilians	0.1	0.11

Disparity Index Areas of Concern:

- "Medium range" DI scores, when comparing: Officers & Enlisted

- Need to be validated by the Command Assessment Team, then an appropriate plan of action can be established if concerns are valid.

EQUAL OPPORTUNITY DISPARITY MAP (EODM)

- Designed to give a quick, graphic summary of a unit's overall Equal Opportunity Climate (EOC)
- Based on the overall **EOC Factor (# 12)**

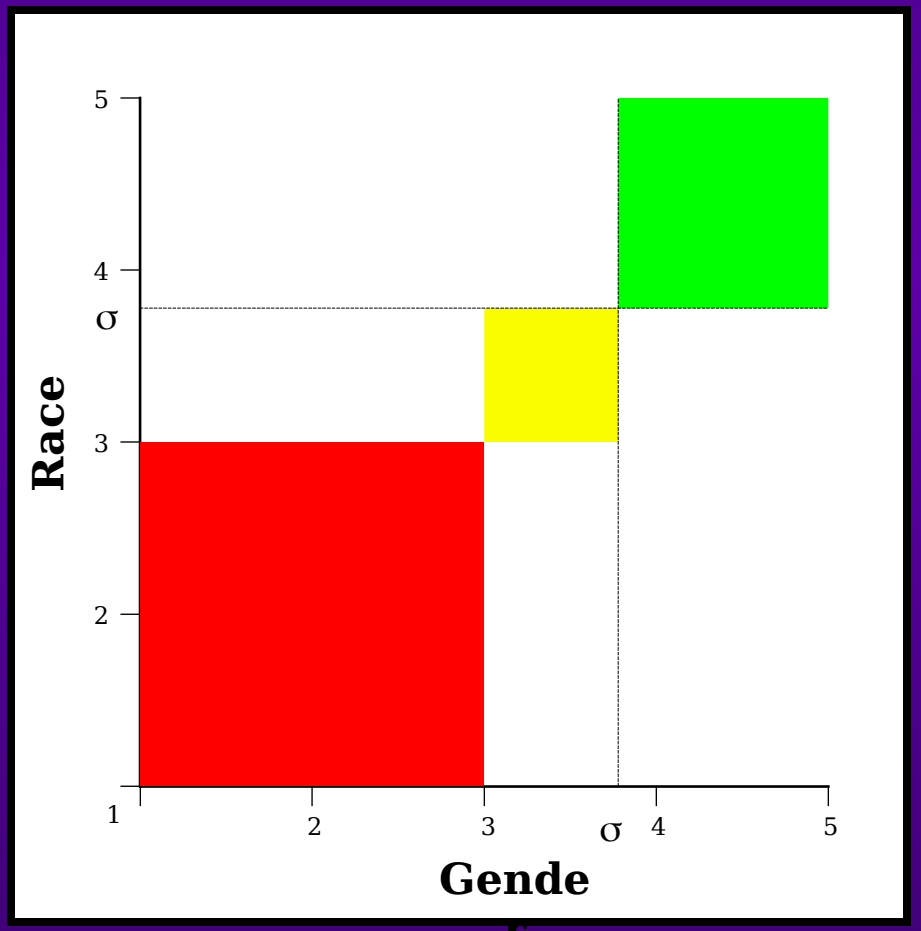
  and depicts two important aspects:

  (1) Overall **average ratings** by members of the organization

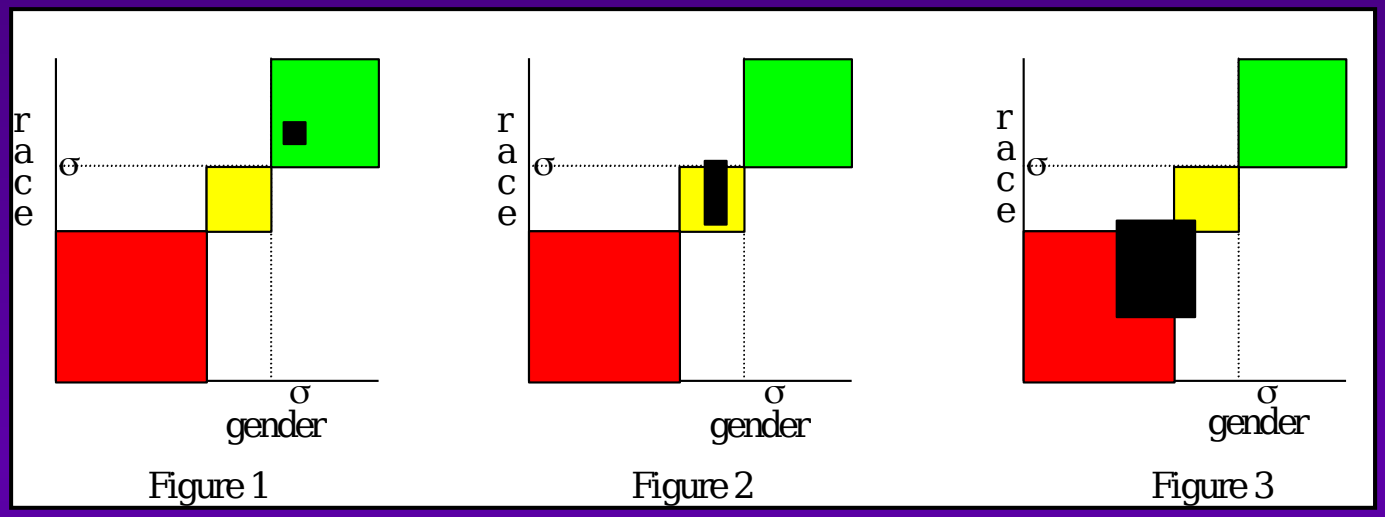
  (2) Degree of disparity **(disagreement)** between **gender** and **race**

EQUAL OPPORTUNITY DISPARITY MAP (EODM) INTERPRETATION

- The **green area** is located one standard deviation above the mean on both the race and gender dimensions: EOC is very favorable.
- The **yellow area** is within one standard deviation above or below the mean: EOC is generally average (a typical unit)
- The **red area** is more than one standard deviation below the mean: indicates potentially serious EO concerns



EXAMPLES OF EODMs



- **Figure 1: There is little disagreement in ratings by either race or gender and the unit members all rate the climate as quite positive.**
- **Figure 2: Men and women agree as to the climate, minority and majority disagree. Both groups rate it at near the middle of the yellow area -- about average.**
- **Figure 3: The box is large (disparity is great for both race and gender) and mostly in the red area. Indicates potentially serious EO concerns.**

EO Disparity Map: Gender & Race at NDC Southwest CY 03

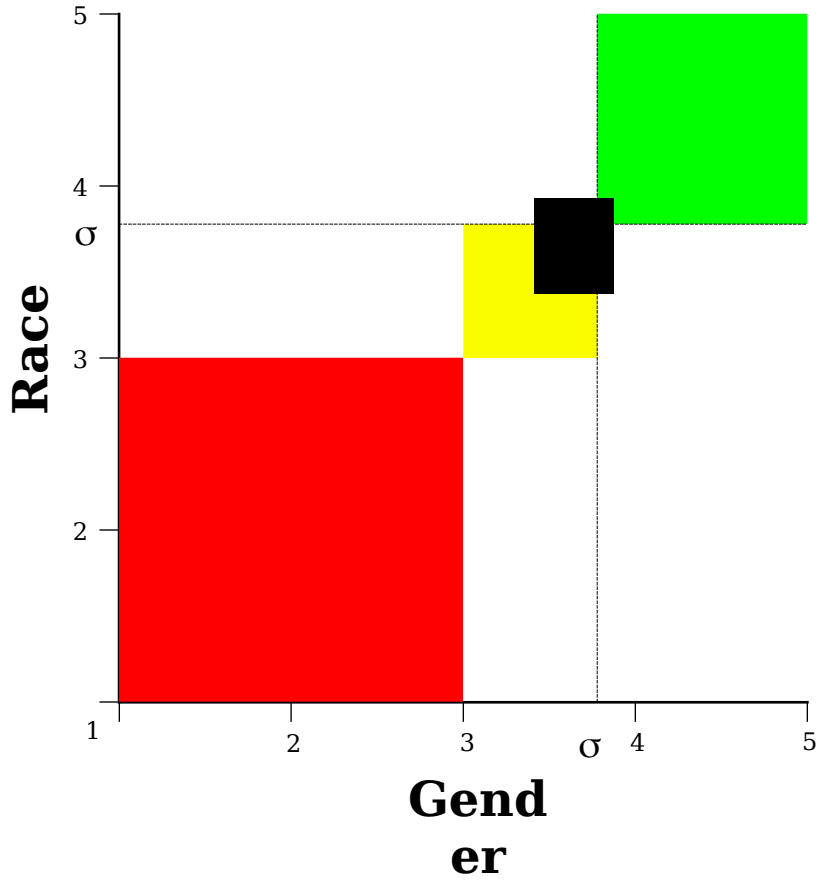
Scores for NDC

Southwest:

Women: 3.53

Men: 3.77

Minority:



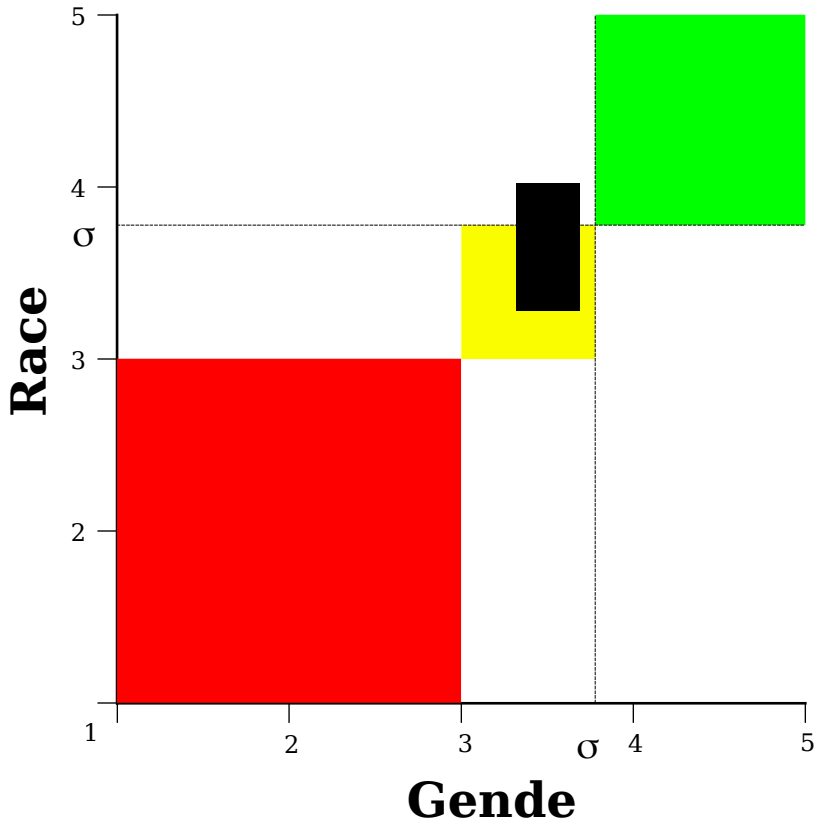
EO Disparity Map: Gender & Race at NDC Southwest CY 02

Scores for NDC

Southwest:

Women:3.42
Men: 3.74

Minority: 3.37
Majority:



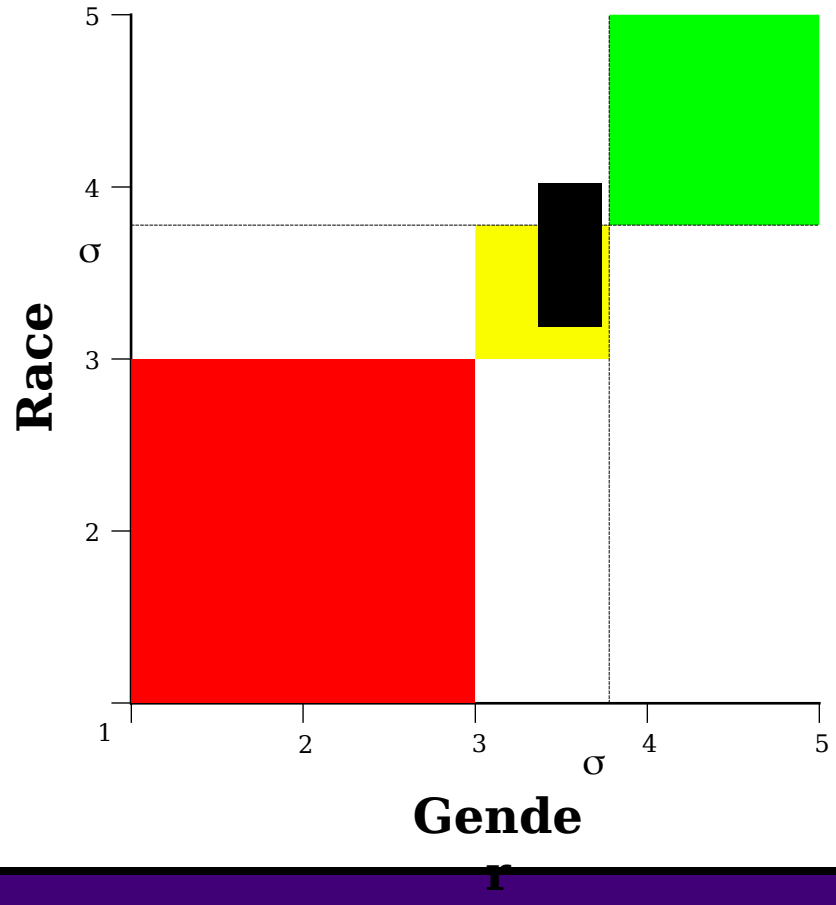
EO Disparity Map: Gender & Race at BDC San Diego

Scores for BDC San Diego:

Women: 3.41

Men: 3.65

Minority:



EO Disparity Map: Gender & Race at BDC MCRD

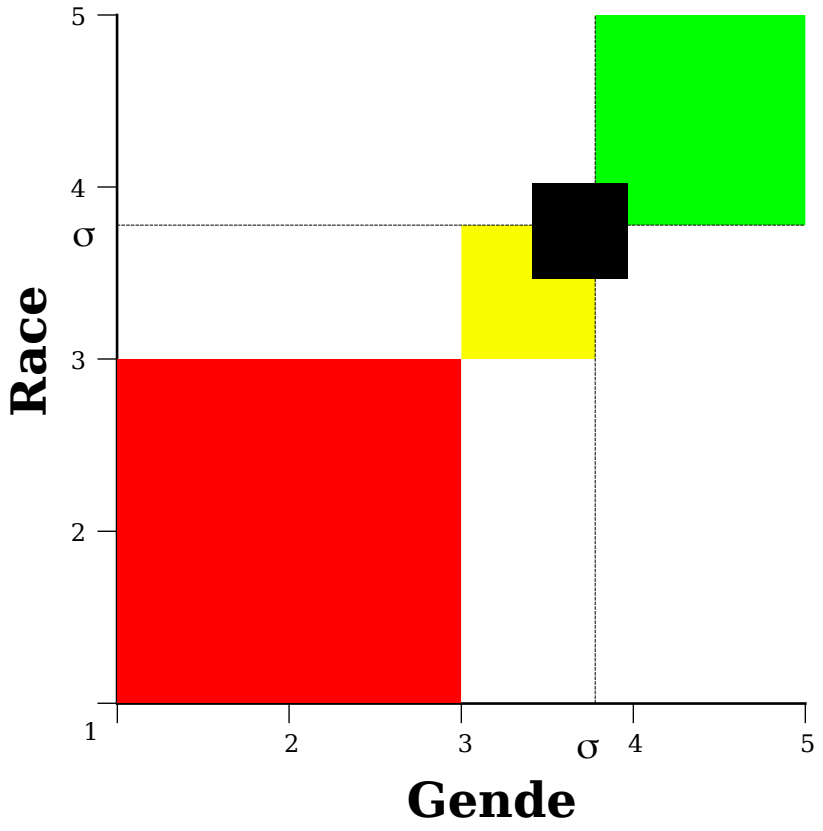
Scores for BDC MCRD:

Women: 3.60

Men: 3.89

Minority: 3.59

Majority: 3.88

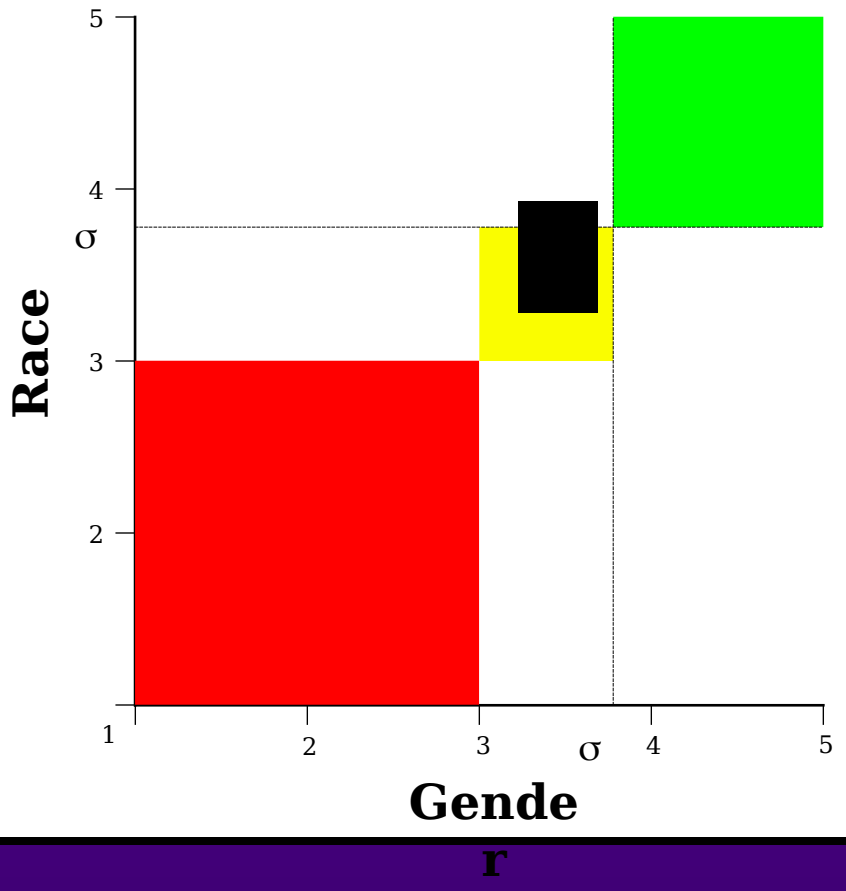


EO Disparity Map: Gender & Race at BDC Coronado

Scores for BDC Coronado:

Women:3.42
Men: 3.67

Minority: 3.39
Majority: 3.75



EO Disparity Map: Gender & Race at Northern Clinics (SUEOCS)

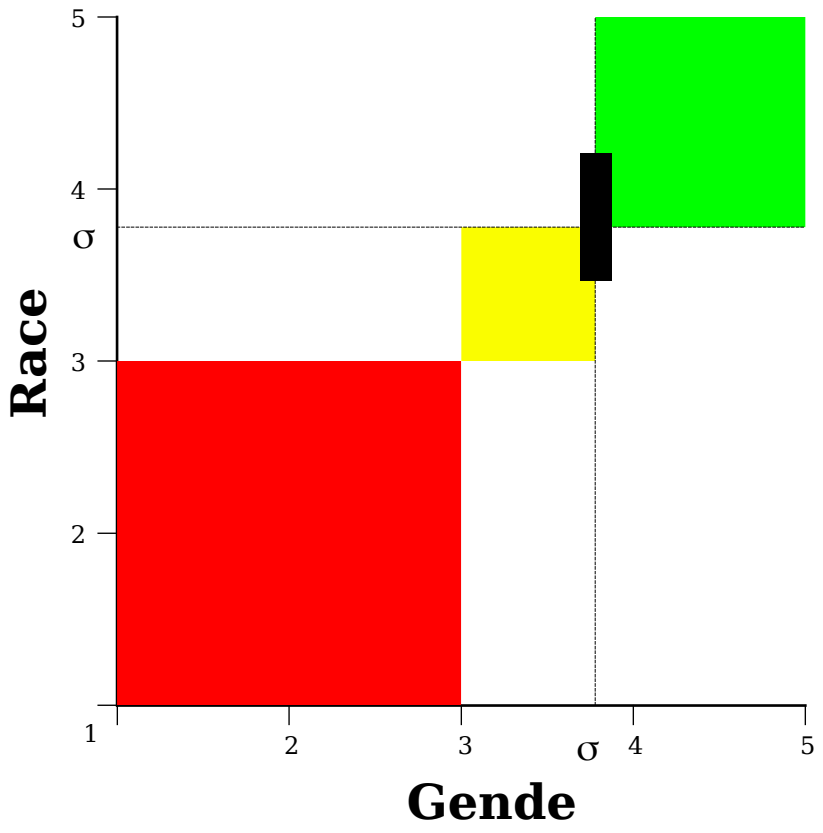
Scores for Northern Clinics:

Women: 3.72

Men: 3.78

Minority: 3.51

Majority:

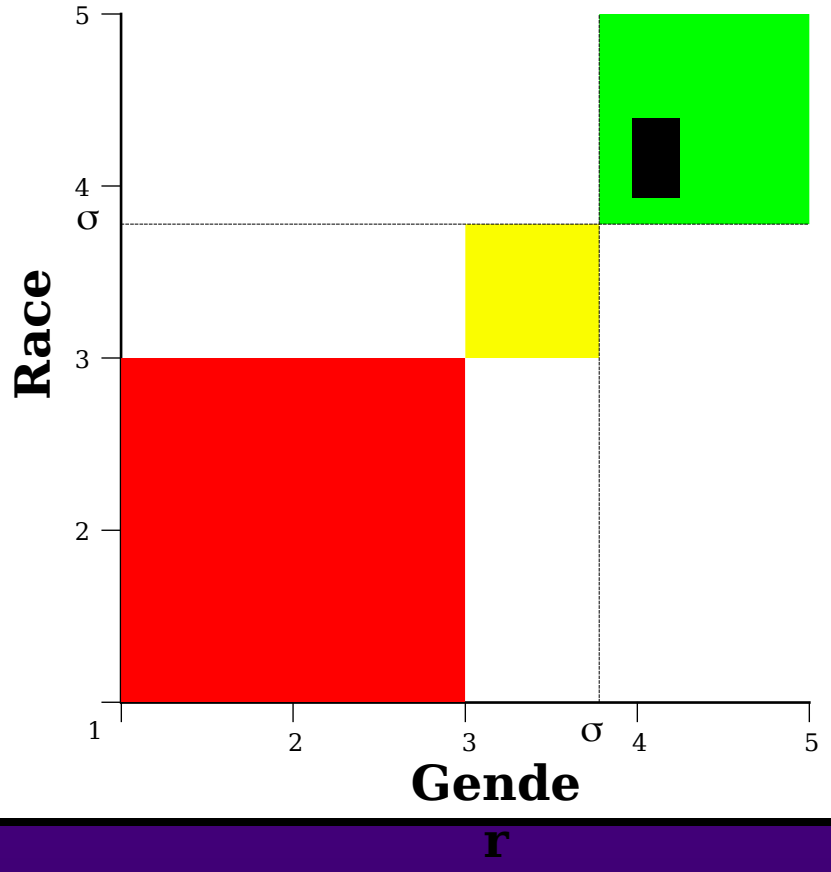


EO Disparity Map: Gender & Race at Headquarters

Scores for Headquarters:

Women:3.97
Men: 4.09

Minority: 3.95
Majority:



EO Disparity Map: Gender & Race at Area Dental Lab

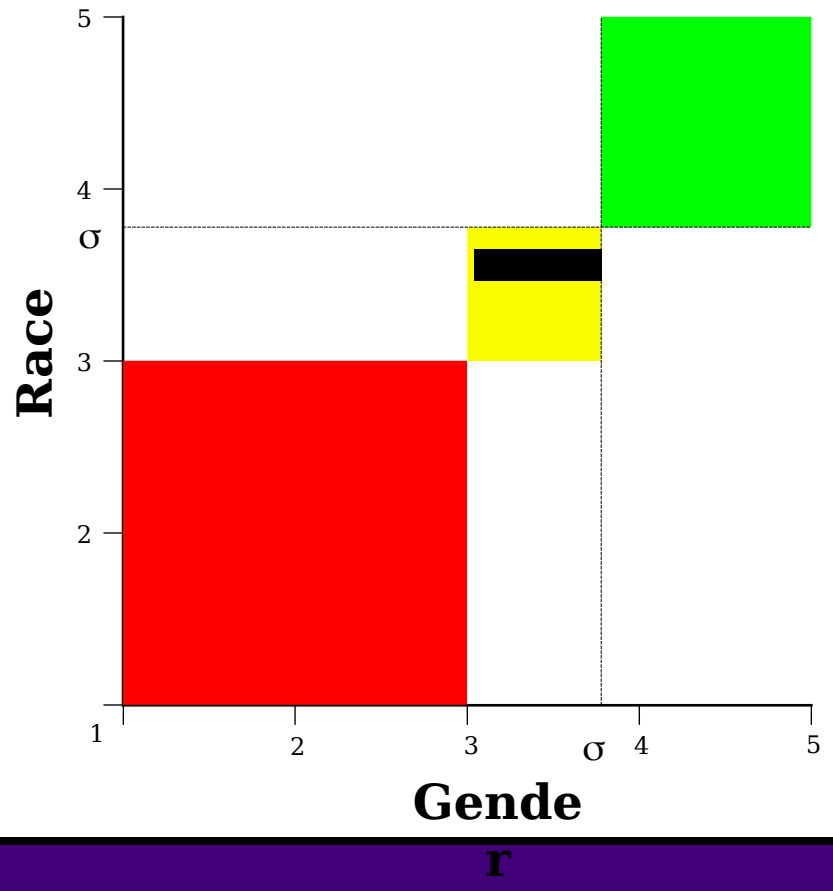
Scores for Area Dental Lab:

Women:

Men:

Minority:

Majority:



MEOCS RESULTS SUMMARY for NDC SOUTHWEST CY 2003

- **Overall scores are HIGHER (more favorable) on 12 of 12 MEOCS Factors as compared to the rest of the Navy and "All-Services" averages.**

- **NDC Southwest's Equal Opportunity Climate continues to be "Above Average" .**

MEOCS RESULTS SUMMARY for NDC SOUTHWEST CY 2003

Areas indicating further review and validation:

Disparities in viewpoint between:

- Officers & Enlisted (DI=.55)

Questions or Suggestions?

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  - Command Managed Equal Opportunity Officer
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  - Commercial: (619) 556-8245/9095
  - E-mail: afhamamura@ndcsw.med.navy.mil